



Welcome to Cincinnati



Cincinnati Public Schools

Transforming
Teaching & Learning
A Collaborative Journey

05.24.12

U.S. Department of Education Labor
Management Conference

What is Collaboration?

“Collaboration is a mutually beneficial and well defined, respectful relationship entered into by two or more people (or groups) to achieve common goals.”

*— CPS Definition of Collaboration
GE Conference, 2009*



A Collective Commitment...



To A Shared Vision...

“Cincinnati Public Schools is an exceptionally innovative and socially responsible school district dedicated to preparing every student for excellence in life.”

— Cincinnati Board of Education,
January 2011



By All Stakeholders

- Board of Education
- District administrators
- Union leadership
- Community partners
- Parents



A Collaborative History



Local Decision Making

- Local School Decision Making Committees
 - School governance
 - Approves budget, selects principal
 - Comprised of principal, parents, teachers, other staff, community members, students in equal proportions
- Instructional Leadership Teams
 - Site-based management
 - Develops budget, plans and monitors instruction, training, teams
 - 60 percent teachers; other members include administration, staff and parents

Community Collaborations



Facilities Master Plan

- Approved by voters in 2003
- New or fully renovated schools for all students
- “Green” schools
- More than bricks and mortar

21st Century Learning Environments



Community Learning Centers

- Began as part of CPS facilities plan
- Serve as hubs for community services that promote academic excellence, recreational, health and cultural opportunities for students, communities
- Nationally recognized for engaging community partnerships in schools

Public-Private Partnerships

- Expand resources, build bonds with community
- Aligned with district priorities, data-driven school and student needs
- Take diverse forms
 - Examples include GE Foundation Common Core Standards support, Strive Partnership regional urban education improvement collaboration

Transforming Teaching



Joint Commitment

- Teacher Evaluation System
 - Comprehensive evaluation system validated as effective in research by Harvard University
 - Includes Peer Assistance and Evaluation program
 - Provides support for new teachers through induction program

Teachers as Full Partners

- District level
 - Educational Initiatives Panel
 - Joint district-level committee
 - Monitors school performance
 - Curriculum Councils
- School level
 - Lead Teachers
 - Content Innovation Specialists
 - Learning Teams

Collaboration Works!

Cheers for CPS contract

It's been a long, hard year of negotiations for Cincinnati teachers and the Board of Education, and word Wednesday of a tentative agreement on contract talks is positive news indeed.

CINCINNATI ENQUIRER — 12/9/10



Achievement, Accountability and Choice



Achievement

- In 2010, Cincinnati Public Schools became the first and only major urban district to earn an Effective rating on the Ohio Report Card, repeated in 2011
- Ranked in top 2 percent in state in learning growth through Value-Added measure
- Increased graduation rate from 51 percent to 82 percent between 2000 and 2010



Achievement

	2008-09	2009-10	2010-11	
Excellent	5	6	6	
Effective	8	8	12	+
Continuous Improvement	13	17	23	+
Academic Watch	19	18	13	-
Academic Emergency	14	8	3	-

Preliminary School Ratings for 2010-11 as of July 2011

Accountability

- Elementary Initiative
 - Targeted 16 underperforming schools with structured support
 - 13 experienced significant improvement
- School redesigns and closures
 - 4 redesigned schools
 - New staffs, leadership
 - Moved up in state ratings, met federal improvement targets

Accountability

- Performance evaluations for administrators
- First Ohio district to include student learning growth in teacher advancement and pay

Choice

- Neighborhood schools
- Magnet schools
 - Examples: Montessori, School for Creative and Performing Arts (K-12)
- High schools of choice



Choice

- Recent new schools
 - Gifted Academy,
Digital Academy,
Hyde Park neighborhood school
- Future partnership schools
 - SEED residential district-sponsored charter school, exploring New Tech partnership



Questions & Conversation

